

Project Search

Overview



Project Search: Overview

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Project Search

Overview

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Introduction

Project Search is an employer-led internship model, which has been successful in helping disabled people secure and keep paid permanent jobs. Because of its built-in employment support, the model is particularly suited to people with learning disabilities and autism, and others who can benefit from job coach support and partnership working.

The model originated in Cincinnati Children's Hospital Medical Center, USA, where it has been running since the mid 1990s, achieving high employment outcomes for disabled people. The model has expanded successfully to a wide range of public and private sector employers, including banks, hospitals, and the US Department of Labor. Project Search is now also running in 14 sites in England.

How does it work?

A college tutor or school teacher, and a job coach run a programme of work training over an academic year, via a series of internships in a host employer. **Annex A** is an example of a Project Search curriculum that has been developed by City College Norwich. The internships and surrounding training are all directly relevant to the host employer and local labour market. Participants either get jobs with the host employer, or are supported to find work elsewhere. The focus and intended outcome of the course is a paid job.

Successful delivery of the model is dependent on a strong local partnership between the employer, the school or college, and the supported employment provider.

The Project Search model fidelity tool, which lists the key principles of the model, is attached at **Annex B**.

Evaluation

Four sites (Leicester City Council, Norfolk and Norwich University Hospital, NORSE Commercial Services, and Royal United Hospital, Bath) have been delivering Project Search for over a year, and have been successful in supporting 25 people into work of 16 hours or more per week, either with the host, or other local employers. For 2010-11, a further 10 sites are delivering Project Search.

The Government is testing whether Project Search can be as successful in England as it has been in the USA by evaluating the model in all 14 sites during the academic year 2010-11.

The full list of these sites is:

- Bath and North East Somerset Council
- Bolton Council
- City of Manchester
- Department for Work and Pensions (Pensions, Disability and Carers Service, Newcastle)
- Derriford Hospital, Plymouth
- James Paget Hospital, Great Yarmouth
- Kent County Council

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- Leicester City Council and University Hospitals, Leicester
- Norfolk and Norwich University Hospital
- Norse Commercial Services, Norwich
- Queen Elizabeth Hospital, Kings Lynn
- Royal United Hospital, Bath
- Sandwell Borough Council
- The Southwark Partnership

Achievements so far

Early signs from the existing Project Search sites in England are very promising. For example:

- The company NORSE Commercial Services is so impressed with the calibre of recruits via Project Search that it has changed its recruitment practice and now actively recruits people with learning disabilities. In addition to Project Search recruits, NORSE has also hired two people who were previously using local authority day services.
- The Royal United Hospital in Bath has hired four Project Search interns, despite a recruitment freeze.
- NORSE report that their work inclusion programme, which includes Project Search, has saved them £5,500 per year in recruitment costs and £16,000 per year in overtime payments.
- The Norfolk & Norwich University Hospital (NNUH) say Project Search is saving them £6,000 per year in recruitment costs.
- In 2010, Norse won a national Business in the Community “big tick” award for their work on Project Search and employing other disadvantaged groups.
- More recently, NNUH won the Community Impact award, in the Eastern Daily Press Business Awards 2010. The judges described Project Search as a groundbreaking and innovative programme.
- Project Search was described in the Ofsted Special Educational Needs and Disability Review (September 2010) as one of the few examples of good practice in preparing young people with learning disabilities to move on to sustained employment.
- NNUH have reported that “Project Search has positively impacted on the understanding and attitudes of professionals to people with learning disabilities. The families and carers of disabled patients tell us that seeing employees with disabilities makes them feel more positive about the hospital”
- And Norse say that “Project SEARCH has been invaluable in creating a culture of understanding both internally and outside of work.”

How to become a Project Search site

The Government is keen to enable other sites to run Project Search.

Project Search is a licensed model. Information on how to obtain a license, and other Frequently Asked Questions is at **Annex C**.

You can also find out about Project Search on the Office for Disabilities website at (www.odi.gov.uk/odi-projects/jobs-for-people-with-learning-disabilities/project-search.php)

Annex A The Project SEARCH week

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	
9 00 – 9 50	Classroom based Employability skills <ul style="list-style-type: none"> • Customer service • Communication skills • Time and money skills • Dress to impress • Skills and qualities needed in job roles • Personal skills and qualities • Choosing and preparation for rotations • Health and Safety • Hospital policies and procedures • Issues arising from rotations • Vocational Profiling & Discovery Tasks • Project Tasks – ie Display of own job role 			Classroom based “Job Search” <ul style="list-style-type: none"> • Words for work • Understanding salary and wages • Where to look for jobs • How to apply for jobs • Construct a good CV • Preparation for interview • Interview skills • Employment Planning preparations 	Classroom based Health and Safety <ul style="list-style-type: none"> • Health and Safety • Hospital policies and procedures • Issues arising from rotations
10 00 – 15 00	Learners work in rotations				
15 00 – 15 30	Classroom based Learners write up reflective journals – what tasks they did, what was new, what was good & what could be improved and how. Evidencing progression and competence against targets set. Issues arising from rotations.				

Project SEARCH Norwich
 Helen James – City College Norwich (Course Tutor)

Annex B - The Project SEARCH Model I Components for English Sites – February

Project SEARCH Site Name:		
Date:		
Core Model Elements	Progress	Action to be
1. The stated outcome of Project SEARCH is sustained, paid employment for each participant		
1.1 Employment occurs in integrated work settings, experiencing real jobs and meeting real business needs		
1.2 Employees earn the prevailing wage for a given job		
1.3 Employees generally work the same schedule and hours as colleagues in similar posts and at least the DWP definition of full time (16 hours each week)		
1.4 Paid Jobs and internships involve a variety of posts that include complex but systematic work		
2. Collaboration: Project SEARCH is a partnership with support and resources from the Host Employer, Education and Supported Employment Provider.		
2.1 Roles and Responsibilities of the different partners are clearly defined and agreed upon [guidance on roles and responsibilities in England to be issued to sites]		
2.2 The following are active partners: <ul style="list-style-type: none"> • Host Employer • College or School • Supported Employment Provider(s) • Local authority It is beneficial to add Jobcentre Plus (particularly in terms of checking receipt of benefits before interns are selected) and Connexions		

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2.3 Partners meet on a regular basis, at least monthly during the set up and development phase to drive and monitor progress.		
3. Project SEARCH is employer led		
3.1 The host employer is not paid to participate in Project SEARCH – delivering the model as part of their core business		
3.2 The host employer is fully involved in crucial decisions such as student selection, internship site development, active internal marketing of Project Search throughout the organisation, and assists with internal recruitment of qualified candidates via a business liaison post responsible for supporting Project SEARCH for typically at least 10% of their time.		
3.4 Project SEARCH should be based in a large, quality organisation with a minimum of 200 employees, offering a variety of internships, and has a reasonable level of staff turnover.		
3.5 Host employer provides an on-site classroom dedicated to Project SEARCH that provides a base for tutor, job coach and interns		
4. The partners provide consistent on-site staff in order to support interns and the host employer at all running times during the academic year and as needed by the host employer during school and college holidays		
4.1 Staff should conduct monthly reviews with interns and their family carers to discuss internship progress and career planning.		
5. Project SEARCH supports <i>Valuing People Now</i>, the Government’s learning disability policy. The model focuses on serving young adults with learning disabilities and/or autistic spectrum conditions, who can benefit from intensive, personalised support in preparing for and finding work.		
6. Pooled or “braided” funding and resources are in place between the non-employer partners.		

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6.1 Funding is a reallocation of existing resources		
6.2 Funding is sustainable		
7. There is total immersion of students and/or employees in the host organisation. Interns abide by the host employer's policies and practices (with reasonable adjustments where needed)		
7.1 Interns are on site at the host employer for a minimum of six hours each academic day, for an entire academic year (or until they secure employment if earlier).		
7.2 Interns train in real work settings, meeting the needs of the host employer		
7.3 The internships provide participants with structured, personalised work-based training. As such, interns are separate to people who volunteer with the host employer		
7.4 Students participate in the internships 20-25 hours a week		
7.5 Project SEARCH teaches competitive, marketable, transferable skills. Emphasis is on layering on additional skills.		
7.6 Project SEARCH includes an employability skills curriculum taught each morning and customised to the host employer and local labour market. The curriculum will include things like independent travel training.		
8. Tutors and job coaches will be trained in systematic instruction		
9. Each site will provide follow on support for graduates of Project SEARCH, ideally students are made eligible before they start or early in the Project SEARCH programme		
9.1 Each site will make provision to support graduates who secure employment within the host organisation employer by a single supported employment provider		
9.2 Each site will support graduates who do not gain employment with host employer, to find employment elsewhere. Services should be tailored to meet the needs of the individual		

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<p>10. Each Project SEARCH site will collect data on participants and employment outcomes:</p> <ul style="list-style-type: none"> • Number of interns who began the programme • Number of interns that completed the programme • Number of interns that gained paid employment with the host employer and elsewhere <p>Once employed:</p> <ul style="list-style-type: none"> • Wages earned (average and range) • Hours worked per week • Benefits received from employer eg staff discount schemes, pension etc <p>Sites will share this information with Project SEARCH. Much of this information will be used in the Government evaluation.</p>		
<p>11. Each site has a licensing agreement signed with Project SEARCH Cincinnati.</p>		
<p>12. Getting a job is more important than completing the Project SEARCH year.</p>		
<p>12.1 The model is sufficiently flexible, to allow interns to leave the programme at any time during the academic year, when a suitable job opportunity arises with the host employer or elsewhere.</p>		

Annex C - Frequently Asked Questions

Question	Response
<p>What is Project SEARCH?</p>	<p>Project SEARCH is an internship model developed by Cincinnati Children’s Hospital and many other hospitals, banks and other large employers in the USA, where it has been used to employ young disabled people, especially those with learning disabilities and autism, for a partnership between a host employer, a school or college, and a supported employer.</p> <p>The model is being evaluated across 14 demonstration sites in England, and early findings from demonstration sites have won Business in the Community awards as a result of the model was described in Ofsted’s Special Educational Needs and Disability Review (October 2015) as an employment-related practice.</p> <p>Quotes from the demonstration sites include:</p> <p>“Project Search has been life-changing for the students – their world has opened up.” <i>Royal United Hospital, Bath</i></p> <p>“Project Search has positively impacted on the understanding and attitudes of staff towards people with learning disabilities. The families and carers of disabled patients tell us that search makes them feel more positive about the hospital” <i>Stevie Read, Norfolk and Norwich</i></p> <p>“He’s much more outgoing and confident, talks more and has made friends in the hospital” <i>Parent of an intern at Derriford Hospital, Plymouth</i></p> <p>“The students are rising to the challenge. We are all thrilled with their progress.” <i>Bolton</i></p> <p>“Project SEARCH has been invaluable in creating a culture of understanding and respect in the work. It has also generated real savings on both recruitment and induction costs.” <i>Norse</i></p> <p>“I hope to have a fully paid permanent job at the end of the course. I look forward to the morning” <i>Intern, Derriford Hospital, Plymouth</i></p>

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What is the business case for using a US model and investing in Project SEARCH?

Project SEARCH is a unique model – the only one of its kind in the world. It h USA, meaning its team have a wealth of experience to pass on to new sites. the national; and wider international Project SEARCH ‘family’ of sites and a r network of multi-national employers committed to training and hiring people w

The model was founded by Erin Riehle and Susie Rutkowski, recognised autl employment opportunities for disabled people in the USA. Project SEARCH L owns the intellectual property, but licence it on a not-for-profit basis for others appointed Anne O’Bryan, who although from the USA has 20 years experienc employment for people with learning disabilities in England, as their UK repre

Their experience has shown that if Project SEARCH is to achieve the desired employment for interns, it needs to be run following the principles set out in th document).

This involves a partnership approach and, often, a very different way of doing SEARCH USA provide technical assistance to help sites achieve this and set tool.

This technical assistance is based on their experience of setting up over 200 years. There is a cost for the technical assistance. If you are interested in bec anneobryan@mac.com who can provide a bespoke quote for the technical as

Through the England demonstration sites, run in partnership with the Governi the English context, although the core principles remain unchanged. It is the I tool that will be used with all sites in England.

This does not mean Project SEARCH is the only model that can help disable SEARCH USA themselves are always very clear about this. But it does appe because of its partnership approach, intensive on-the-job training in a real-wc employment as the outcome, and the fact that it is employer-led. It also helps staff and customers see disabled young people performing a variety of valuec

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<p>How do we become a site?</p>	<p>The demonstration sites were selected by the previous Government to take place and are now keen for more sites to be established and have decided to amend the Government to enable this. Potential sites will now deal directly with Project SEARCH USA via Anne O'Bryan. Sites will need a licence to run the model. You can find out about the cost of the technical assistance involved from Anne by emailing her: anneobr</p>
<p>Is there a cost attached to becoming a site?</p>	<p>The licence to run the model effectively acts as a quality mark, giving partners the quality of the programme. It also gives sites membership of the wider Project SEARCH network, ongoing development support and employer links. The licence is free, but Partners require new sites to buy at least some technical assistance to help set up the model. The demonstration sites have told us that this technical assistance was very helpful.</p> <p>There is a small annual Project SEARCH membership fee for sites delivering the model (per site), which provides:</p> <ul style="list-style-type: none"> • Continued activation of the licence; • Quarterly network meetings with the other English sites, facilitated by the Project SEARCH team in England. These will provide technical assistance, peer support and problem solving; • Access to the Project SEARCH international database, which sites can use to find potential employers. <p>Project Search USA is not for profit. Costs are kept to a minimum and any income is reinvested more widely.</p>
<p>What constraints are there under the licence agreement?</p>	<p>In summary, the licence covers the following:</p> <ul style="list-style-type: none"> • Agreement to deliver the model to fidelity (the model fidelity monitoring tool); • Recognition that the intellectual property rights to the model are owned by Project SEARCH USA; • You agree not to provide technical assistance to other sites (Project SEARCH USA reserves the right to provide technical assistance to other sites); • You agree not to provide Project SEARCH materials to other sites.

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<p>What is the business case for employers?</p>	<p>Employers from the existing Project SEARCH sites in England report many benefits of employing people with learning disabilities, including:</p> <ul style="list-style-type: none"> • A more diverse workforce; • Improved morale across the organisation as a result of colleagues who work with them; • Stability and retention in hard to fill and high-turnover posts, leading to financial savings; • Enhanced image of the employer among customers and service users; • Improved performance; <p>The HR Director of an employer in one English site recently said: “Project SEARCH is creating a culture of understanding both internally and outside of work. It has reduced recruitment and induction costs.”</p>
<p>How does a site fund a tutor/teacher?</p>	<p><u>Further Education Colleges</u> Learners aged 16-18 and 19-25 with a learning difficulty assessment, funded by the government. Funding for individual learners can be drawn down by colleges using foundation grants. Additional Learning Support (ALS) may also be used to fund teaching support. Managers should speak to the Finance Manager/Director in the first instance. Colleges may also find it useful to speak to their local authority to find out if any other funding is available for employment related activities.</p> <p><u>Schools</u> Special Educational Needs schools are funded via a schools block grant, which is available locally. Schools should contact their local Education Officer for advice and guidance.</p>
<p>How does a site fund a job coach?</p>	<p>Depending on eligibility criteria, options include:</p> <ul style="list-style-type: none"> • Local authority funded supported employment provision • Reemploy • Work Choice • Additional Learner Support (ALS), which can be drawn down by Further Education

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<p>Do Project SEARCH sites ever reach saturation point in terms of numbers of employees with learning disabilities?</p>	<p>No. Project SEARCH is about host employers training interns and employing intern is suitable to fill it. Project SEARCH USA answer this question by explaining the balance between training and employment. For example, Cincinnati Children’s Hospital, but that does not mean they hire them all. Also, if an employer does mean that further internships cannot be offered in the same department.</p> <p>Where the issue of saturation could arise is if all similar employers in an area intern to the extent that insufficient employers were available to offer jobs to Anne O’Byrne will help ensure this does not happen.</p>
<p>How do I arrange a visit to a UK site?</p>	<p>If you are interested in visiting one of the existing sites in England, you should contact us and we will help arrange this.</p>
<p>Do students have to do qualifications?</p>	<p>The key outcome for Project SEARCH interns is a job rather than just a qualification. Further skills through relevant education and training is key to sustaining a job. If a partner is a further education provider, the current funding framework means a relevant qualification for sufficient funding to be drawn down to fund the tuition will normally be run as a foundation level course with modules focused as much as possible on the job.</p> <p>The Government recognises that the Qualifications and Credit Framework will support employment focused modules. We are working with City College Norwich based on their experience, which should be available to use from September 2015.</p>
<p>Is there a fixed salary for the tutor/teacher and job coach?</p>	<p>There is no fixed salary – it varies, depending on what job coaches and tutors are doing. But tutors/teachers and job coaches need to be full time.</p>
<p>What does the employer have to put in?</p>	<p>Project SEARCH is an employer-led model which is based on the employer’s providing accommodation for a classroom for interns, a range of internship opportunities (typically around 10% of a full time post), who is responsible for supporting the intern in their organisation. The model fidelity tool gives more information on the business liability.</p>

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<p>What funding (eg travel) is there for the interns?</p>	<p>Funding for interns' travel etc will be the same as if they were attending college education course based in a host employer organisation. Funding for extra travel from your local authority.</p> <p>We do expect that students will learn to travel independently if at all possible. a foundation learning module.</p>
<p>What age are Project SEARCH interns?</p>	<p>Interns will generally be existing students at a special school or in further education the ages of 18 and 25.</p>
<p>Is the Coalition Government moving away from Project SEARCH?</p>	<p>No. Employment for people with learning disabilities is a priority for the Government. Project SEARCH expand. Ministers visited Project SEARCH sites in Norwich saw. The Government-led evaluation has started and will be published in 2011. Sites have informed the Special Educational Needs Green Paper, to be published.</p> <p>The Government is keen to no longer restrict Project SEARCH to the existing Learning from Project SEARCH will continue to inform Government policy on disabilities.</p>
<p>How do I find out more about Project SEARCH?</p>	<p>There are a number of websites which will give you some more information about Project SEARCH:</p> <p>http://www.odi.gov.uk/odi-projects/jobs-for-people-with-learning-disabilities/pr</p> <p>http://www.cincinnatichildrens.org/svc/alpha/p/search/</p> <p>http://norfolk-county-services.co.uk/project_search.htm</p> <p>http://www.projectsearch.us/</p> <p>In due course, the latter will include a UK section, with resources and information.</p>

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We are interested. What steps should we take now?

If you would like to be a Project SEARCH site, we recommend that you start looking for potential partners. You should contact Anne O'Bryan at anneobryan@mac.com for information.

It typically takes around 6 to 8 months to start up a site, although some sites may already have a solid base for taking the model forward. If you want to start from September, you should start now.



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